12 May 1976

NOTE FOR DIRECTOR OF PERSONNEL

THROUGH: DDA

Jack/Fred:

STAT

    1. Attached is the IC Staff T/O which the
Director approved on 7 May. You will note on his
covering note to ⬚ that he expressed
some concern about the size of the admin unit. Some-
how he thought the Information Handling Committee
was part of administration, as was Data Support.
We have gotten back to him on that. He now has
the right impression and is no longer concerned.

STATINTL

    2. From the briefing that we received from
⬚ we note that the DDA
offices will require at least 12 more positions to
support the IC Staff ⬚
When you have had that briefing from ⬚ -I under-
stand it is scheduled--I would like to discuss with you
first the validity of the slots required, and second,
how we go about obtaining the additional ones, be it
for you or us.

STATINTL

STAT

    3. We have sent letters to the other Community
members offering them the opportunity to provide
positions to the IC Staff. When we get the responses,
we will then address just how many we have to add on
to the present IC Staff complement.

/s/ JOHN N. McMAHON
John N. McMahon
AD/DCI/IC

INFORMATION

DIRECTOR OF CENTRAL INTELLIGENCE

76 - 2168/2

Ron

Approved —

we must however

keep staff as lean

as possible. I'd

hate to see us build

up a big admin.

staff. Can we get

CIA Admin ✱ or other

Admin support from

other IC components

without getting a large

admin support staff of our

own.

STAT

Is there a way
to operate at less
than the
ceiling to see if
it works?

G B

✱ Admin —
Support Staff
Registry
Into Handling
Security
Logistics Support

NOTE FOR THE DIRECTOR

Attached for your approval is a proposed
T/O for the IC Staff. We have sought the
professional advice of the Office of Personnel
position classifiers and we have incorporated
their suggestions. We need your approval at
this juncture on the size and grade structure.

STATINTL

I have met and discussed this proposal
with Jack Blake, Fred Janney and [   ]
We are agreed that with your approval of this
T/O we can proceed to find answers to the next
aspect of reorganizing the Staff, namely:

- Where are the additional ceiling
  positions coming from

- Where are the supergrade slots
  coming from

STATINTL

As a result of staff-to-staff discussions
with [   ] office we feel
that the bulk of the additional ceiling positions
will be forthcoming from CIA and DOD without
increasing the current manning authorization
of the Intelligence Community. In addition,

(over)

ACTION

Next 2 Page(s) In Document Exempt

6   MAY 1976

MEMORANDUM FOR: Director of Central Intelligence

FROM: STAT

Deputy to the DCI for the Intelligence Community

SUBJECT: Proposed IC Staff Table of Organization

    1. Attached for your approval is a proposed table of
organization for the IC Staff. It encompasses the organizational
changes briefed to you, the CFI, and USIB within the past two
months. This is an austere proposal geared to support you and
the CFI in responding to the new and enlarged responsibilities
encompassed in Executive Order 11905.

    2. In preparing this proposal we have kept in mind three
major responsibilities:

   ●   The IC Staff is the staff of the CFI and must be
        manned to respond to each of the members' needs.

   ●   The IC Staff must continue to support you in
        carrying out your enlarged community
        responsibilities.

   ●   The IC Staff must continue to support you in the
        direction of the NFIB.

    3. We have looked at these responsibilities closely and
examined them against the requirements of the Executive Order.
There are five areas which we found need-special attention and
which we have provided for in our Staff augmentation proposal.
These are:

   ●   Monitoring Community implementation of policy
        coming from the President, NSC, CFI, DCI,
        Congress, oversight authorities and others.

- Devising better long term planning linked with resource implications.

- Improving assessment of NFIP programs, budgets and resources.

- Improving evaluation and understanding of requirements and product, and developing an ability to make net judgments and trade-offs among the three main elements of collection--SIGINT, imagery and human sources.

- Providing for some separation from CIA including an IC Staff administrative support unit [   ].

STAT
STAT

5. After your approval of this table of organization, the following actions will occur:

- I will send letters to all members of the Community asking that they contribute personnel ceiling positions for the reorganized staff.

- Following the contribution of personnel ceiling positions from Community members, we will submit the proposed T/O to OMB requesting their approval of the personnel ceiling and grade structure.

- We will request the Director of Personnel to issue an approved T/O which we can use for recruitment purposes.

-2-

6. I recommend you approve the proposed IC Staff
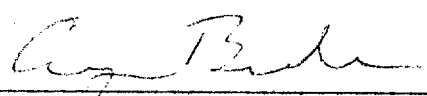T/O as shown in TAB B.

STATINTL

Attachments:
  TAB A: ICS Organization Chart
  TAB B: Proposed T/O

APPROVED:

_____   _____
   Director of Central Intelligence   Date

-3-

Next 8 Page(s) In Document Exempt